

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

SAN FRANCISCO ZOOLOGICAL SOCIETY

and

**Cases 20-CA-213286
20-CA-213344**

**FREIGHT CHECKERS, CLERICAL EMPLOYEES
AND HELPERS UNION, LOCAL 856, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

ORDER¹

The Respondent's Motion to Defer the Allegations of the Complaint to Grievance-Arbitration Process, including its alternative motion to defer only the complaint allegations relating to Case 20-CA-213286, is denied. The Respondent has failed to establish that the complaint allegations should be deferred to the parties' grievance and arbitration procedure pursuant to *Collyer Insulated Wire*, 192 NLRB 837 (1971). This denial is without prejudice to the Respondent's right to renew its arguments to the administrative law judge, after presenting evidence, and to raise the deferral issue before the Board on any exceptions that may be filed to the judge's decision, if appropriate, including its arguments regarding the appropriate standard for deferral. In addition, the Respondent's Motion for Expedited Decision or Stay Pending Decision on Motion to Defer the Allegations of the Complaint to Grievance-Arbitration Process is denied.

Dated, Washington, D.C., July 27, 2018

JOHN F. RING,

CHAIRMAN

LAUREN McFERRAN,

MEMBER

WILLIAM J. EMANUEL,

MEMBER

¹ The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.